



AN INVITATION TO APPLY...

# *Superintendent of Schools*



**CATSKILL**

CENTRAL SCHOOL DISTRICT

*Community / Achievement / Talent / Success*



## Message from the BOE

**October 2022**

The Catskill CSD Board of Education is seeking an exceptional superintendent to make a long-term commitment to our rural-urban school district located in New York's Hudson Valley.



This individual will be the face of our school district's mission and goals and work in partnership with the Board and others to serve the diverse needs of our students and families.

Questar III BOCES is assisting the Board of Education with its search process, which is designed to recruit highly qualified candidates.

The Board will offer a competitive salary ranging from \$168,000 to \$188,000 with attractive benefits negotiated on professional qualifications and demonstrated experience.

The Catskill CSD Board of Education encourages you to consider this dynamic career opportunity. For more information, please visit our school district's website at [www.catskillcsd.org](http://www.catskillcsd.org). Thank you for your interest.

Cordially,  
Catskill Central School District  
Board of Education



# About the Community

Perched on the shores of the Hudson River, the Catskill Central School District is located at the northern end of the Catskill Mountains in Greene County. Our school district proudly serves families from Catskill, Kiskatom, Leeds and Palenville.

The scenery of Greene County has inspired many world-renowned writers and artists, from Washington Irving, author of Rip Van Winkle, to Thomas Cole, founder of the Hudson River School of American painting.

Located off Exit 21 on the New York State Thruway, our residents enjoy the relaxation of small town rural and urban living with close proximity to New York State's capital, Albany (30 miles north) and New York City (120 miles south).

The Hudson Valley region offers a broad range of cultural, educational and recreational activities for families seeking a high quality of life. There are numerous historic sites, parks, museums and libraries within a short drive. Greene County is also home to a vibrant music scene that includes dance ensembles, summer stock theater, and local and national music festivals.

Outdoor enthusiasts enjoy the natural beauty of the Catskill Mountains and four seasons of hands-on activities. This includes easy access to some of the state's best biking, camping, fishing, hiking, hunting, sailing, skiing, snowmobiling and ziplining.

Dutchman's Landing Park provides boat launch access to the Hudson River, picnic tables and a playground at the eastern end of Catskill's growing Main Street. Windham Mountain and Hunter Mountain are also located nearby.

Our residents also have access to some of the nation's best cuisine, with farmers' markets, one-of-a-kind dining experiences at local restaurants and farm-to-table hotspots.

The region is home to some of the New York State's finest institutes of higher education including: Bard College, Columbia-Greene Community College, Culinary Institute of America, Hudson Valley Community College, Marist College, Rensselaer Polytechnic Institute, Siena College, SUNY New Paltz, The College of Saint Rose, The Sage Colleges, University at Albany and Vassar College.



# Who Should Apply



## QUALIFICATIONS

The Catskill CSD Board of Education is seeking a leader to guide our school community to educational excellence and fiscal sustainability. The preferred characteristics of the successful candidate will include:

- Experience as a teacher, building principal, central office administrator or superintendent (and is certified or eligible for certification as a NYS school district administrator).
- Experience working in a similar school system and familiarity with Catskill and Greene County.
- A clear vision for excellence and the ability to collaboratively develop, communicate and implement that vision.
- A leadership style built upon integrity, trust, transparency, enthusiasm, compassion, and mutual respect.
- The ability to inspire and motivate others to sustain an environment of excitement and pride in which all students and staff can learn and grow together.
- The willingness to be highly visible in the school community, interacting with students and staff and attending night and weekend events.
- Outstanding communication skills and the willingness to consider diverse perspectives while mediating and resolving conflict when necessary.
- A demonstrated record of developing and sustaining organizational structures that support clear expectations for responsibility and accountability.
- The ability to attract and retain a highly qualified and diverse staff, mentor and energize a strong administrative team, and serve as a role model for others.
- A commitment to long-term planning and growth, including the need to be innovative, flexible, and optimistic in an ever-changing environment.

*Please note that school district residency is preferred, but not required.*

## TIMELINE

November 17, 2022. . . . . Deadline for applications  
November to December 2022 . . . . . Interviews  
December 2022 to January 2023 . . . . . Board appointment  
End of January 2023. . . . . Start date

## APPLICATION

Candidates should submit the following materials by **November 17, 2022**:

- Letter of interest
- Completed application with essay and current resume
- Academic transcripts
- Copies of administrative certification(s)

Please send all materials to:

Dr. Gladys I. Cruz, *District Superintendent*

Questar III BOCES, 10 Empire State Blvd., Castleton, NY 12033

P: (518) 479-6882 • F: (518) 477-9833

Janet.Sawyer@questar.org

# Recent Highlights

Catskill CSD values collaboration and sets high standards of excellence for students and staff. Highlights of our recent accomplishments include:

- The graduation rate for the Class of 2021 was 91 percent in district. Approximately 56 percent of graduating seniors pursued higher education or technical learning.
- Students can receive college credit in 16 different courses through Bard College and Columbia-Greene Community College's College in the High School program. Advanced Placement courses are offered in Calculus, European History, and U.S. History.
- The high school offers four career and technical education (CTE) pathways where students can earn a CTE technical endorsement on their diploma. This includes hospitality/tourism, nutrition/health/wellness, marketing, and business/entrepreneurship.
- Catskill CSD partners with 40 other local districts to offer distance learning courses. This year's offerings include Criminal Justice, Introduction to Philosophy, Psychology, Sociology, and Spanish Through Culture and Tradition.
- The high school Business Department Media Center provides students with a wide variety of hands-on video production opportunities in our broadcast studio, from on-air hosting to behind-the-scenes editing and support work.
- Catskill's athletic program participates in the Patroon Conference. Students can participate in more than 20 team sports, including a new boys volleyball established this year. Over the past five years, the district has won Patroon Conference Championships in boys (2017) and girls (2017) soccer, girls volleyball (2017), bowling (2018, 2020), wrestling (2018), boys basketball (2018-2020), girls volleyball (2018, 2022) and girls basketball (2022).
- The district offers a variety of summer programming for students, including elementary and middle school enrichment, a science, technology, engineering, art, and mathematics (STEAM) camp, summer media camp (culminating in a film festival), and a high school credit recovery program.
- The high school's Family, Career and Community Leaders of America (FCCLA) club received the Outstanding Chapter of the Year award at the New York State FCCLA Leadership Conference in March 2022.
- The district received the Best Communities for Music Education designation from the National Association of Music Merchants (NAMM) Foundation for its outstanding commitment to music education.
- The Catskill Drama Club's production of Disney's Tarzan received two nominations from the Proctors High School Musical Theatre Awards program, including best musical and best set construction.
- Residents have consistently supported the school budget. Nearly 65 percent of voters approved the budget in May 2022.
- In 2019, residents approved a \$40.7 million capital improvement project to enhance the district's facilities and address health and safety and infrastructure needs. This includes the addition of a new turf field.
- In each year of the tax cap legislation, Catskill has developed a budget that stayed within the district's allowable tax levy limit. The current year's budget increased the tax levy by 1.85 percent, which was under the district's state cap of 3.53 percent.





## About the District

Our school district serves approximately 1,350 students in three school buildings. Our elementary school serves approximately 605 students in pre-K to grade 5. Our middle school serves approximately 315 students in a team-based grade 6-8 community. Our high school serves approximately 425 students in grades 9 to 12.

The personalized nature of the district's schools empowers students to learn in a supportive environment encouraging academic excellence and lifelong learning. Our learning community values our ethnic, racial and cultural diversity.

Catskill CSD is set apart by an exceptional pre-K to 12 curriculum that allows students to build a strong academic and social foundation for success.



Our high school further supports the district's mission to prepare students to be college and career ready with programs such as the state-of-the-art Media Center and College in the High School.

Catskill High School also offers honor and Advanced Placement (AP) classes, and opportunities in visual and performing arts (band, chorus and ensemble, theater, photography and fine art programs).

Our schools provide a broad array of educational experiences and extracurricular opportunities designed to challenge students to reach their fullest potential.

The district is particularly proud of its school-community and its commitment to quality education programs. This includes an elementary parent-teacher association, middle and high school parent-teacher-student organization and Purrfect Partners, an advisory group.



# District Facts

## SCHOOLS

3 School Buildings:  
(Elementary School, Middle School and High School)

## STUDENT ENROLLMENT

Approximately 1,350 students

## STAFF

154 Teachers  
139 Support Staff  
34 Teaching Assistants  
8 Administrators

## DISTRICT SIZE

The district covers 74.5 square miles and serves  
Catskill, Kiskatom, Leeds and Palenville residents.

## FINANCES

2022-2023 School Budget . . . . . \$48,576,001

## ACADEMICS

Catskill's school report card can be viewed online at  
<http://data.nysed.gov>





*Amazing Students. Amazing Success.*



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**CENTRAL SCHOOL DISTRICT**

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#### **MISSION STATEMENT**

The Mission of the Catskill Central School District is to provide all children with the opportunity to fully develop their academic and creative potential and to assist them in becoming mature, humane, responsible and productive members of society

#### **BOARD OF EDUCATION**

Deborah Johnson, *President*  
Jeremy Engelin, *Vice-President*  
Mary DeSimone  
Patricia Dushane  
Lenora Freese  
Stephanie Oakley-Edwards  
Ryan Osswald  
Jennifer Shanley  
Brittany Williams

[www.catskillcsd.org](http://www.catskillcsd.org)

#### **Non-Discrimination Compliance Statement**

The Catskill Central School District does not discriminate on the basis of race, color, national origin, creed, sex, and age or disability as defined by law, and is in compliance with Title IX of the Education Amendments of 1972 and with Section 504 of the Rehabilitation Act of 1973.

Produced in cooperation with Questar III's Communications Service.